Reflections from The Sloan Foundation
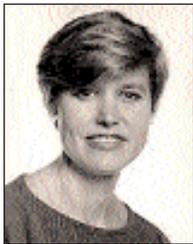
CREATING A LANDSCAPE FROM A HANDFUL OF SAND

by Kathleen Christensen, Ph.D.

**Kathleen
Christensen,
Ph.D.**

Kathleen Christensen, Ph.D. is the Program Director for the Working Families Program at the Alfred P. Sloan Foundation. Dr. Christensen has articulated funding strategies designed to have an impact on our understandings of work and family issues and to promote innovative approaches to research. Over the past six years, Dr. Christensen has continued to refine these strategies so that they continue to challenge research, practice, teaching, and policy.

In each issue of the Work-Family Research On-line Newsletter, Dr. Christensen will share her insights about research trends and emergent work and family challenges. In addition, her column will discuss the cutting-edge strategies developed by the Alfred P. Sloan Foundation to enhance the well-being of today's working families.

As researchers, we have been trained in the importance of precise, analytic thinking and clear communications. We attempt to define our terms carefully and adhere to methodological cannons that reflect particular epistemological beliefs. Although we apply these standards to our research and teaching, as a group, researchers who focus on the work-family area of study have not been as successful when we have tried to articulate the defining characteristics of the work-family, the focus of our inquiry.

If we were all in the same room and had a chance to debate even the most fundamental questions about the work-family area of study, I imagine that considerable dissensus would be expressed. For example:

- Is this multi-disciplinary area of study a "field"?
  (And, if this designation matters, to whom is it important?)

- What are the core theoretical and empirical roots that undergird work-family investigations?

- How should we describe the development of this area of study?

- How can we anticipate where we might be (should be) going in the future?

To many of us who have been immersed in work-family studies for nearly two decades, this is not an esoteric contemplation. It is important to define and re-define "who" we are as a community of researchers and "what" we do, because we have unique perspectives and knowledge about our world-society. It is important because, for decades, work-family researchers have been challenging very basic assumptions about some of our core institutions, in particular our families and our workplaces. It is important because we con-

tinue to have a number of unanswered questions, despite our persistent inquiries.

This mapping of the work-family arena is particularly timely because many of us are beginning to use our teaching and mentoring relationships as a way to start the process of passing the baton to the next generation of work-family researchers. The question is, of course, what is the exact nature of the legacy that we are giving to them.

Some of us have previously grappled with this task of landscaping the work-family area of study. Nearly 25 years ago, Kanter's book, Work and Family in the United States: A Critical Review and Agenda for Research and Policy, provided such a rich framework for the study of issues related to intersection of work and family experiences that it continues to generate interest in different aspects of the work-family arena. Since then, academics have periodically tried to describe the roots of the work-family area of study in their articles, papers, and reports. However, there continues to be considerable ambiguity about the boundaries of and gaps in the knowledge-base of the work-family area.

It seems to me that the highly multi-disciplinary nature of our work has made the task of landscaping the work-family area challenging. In fact, one's perspective of the work-family horizon varies considerably depending on the disciplinary starting point. For example, there is a long tradition of studies in the child development and family studies area that has focused on the impact of maternal employment on child development. As noted by Hoffman (1989), Crouter and McHale (1993), as well as many others, the research in this area predates the emergence of work-family as an area of study. However, these investigations have continued to influence and inform today's research, includ-

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ing the longitudinal study about day care outcomes funded by the National Institute for Child Health and Human Development, which has recently been the focus of much media controversy. Have day care assessments always been "work-family studies"? It is not at all clear. Similarly, for nearly half a century, there has been rich research conducted by organizational psychologists, organizational sociologists, and organizational studies experts which has produced important insights about employee well-being, work demand, quality of life in the workplace, and workplace supports for employees. Which of these are "work-family studies"? Each time you change the starting place to a different discipline or knowledge area, you inadvertently create a new path that often leads to different types of insights about work-family experiences, the outcomes of existing interventions/supports, and the possibilities for change.

The Sloan Work-Family Researchers Electronic Network will undertake a few activities that, hopefully, will help to clarify the geography of work-family

studies. In the next couple of months, we will share a brief working paper with the Electronic Network, and ask for your reactions and contributions. Next fall, we will invite you to respond to a short electronic survey as a way to get your thoughts about the directions of current and future work-family research, education, and policy analysis. Once we have talked about these issues with some of you, we will post a report on the Network.

Twenty years ago, people committed to social change related to work-family issues had limited research that could guide their analyses and frame their recommendations. It felt like we were trying to build castles in the sand. The challenges in front of the work-family research community are different, now. The transitions that currently face us demands that we sink our roots deeper into the sand so that we can confront tomorrow's challenges with confidence that we have developed a knowledge base that reflects cross disciplinary, complex thinking.

Issue Highlights
TAKING THE NEXT STEPS

Bradley Googins, Ph.D.
Co-Principal Investigator

Teri Ann Lilly
Project Director

Marcie Pitt-Catsouphes, Ph.D.
Co-Principal Investigator

We have wonderful news. The Alfred P. Sloan Foundation has approved a grant that will support the next phase of the Sloan Work-Family Researchers Electronic Network. As you might expect, we are delighted to have the opportunity to build on the foundational work of the past three years. We are also looking forward to the development of new project components that can support researchers and teaching faculty engaged in work-family studies.

Clearly, it will be a time of transition. We will continue some of the more familiar aspects of the project. And, we will introduce some new project components.

First, we want to introduce you to three of the members of our project team. Bradley Googins and Marcie Pitt-Catsouphes will be the co-principal investigators for the Electronic Network and Teri Ann Lilly will be the project's

director. We are enthusiastic about the partnership for many reasons. The three of us have collaborated on a number of projects and studies over the past 10 years, and each of us will bring complementary sets of skills and experience to the Electronic Network. The project will be also be supported by a structural collaboration of different organizational units at Boston College: the Center for Work & Family, the Graduate School of Social Work, the BC Library System, and the Center for Corporate Citizenship. In future issues of the newsletter, we will introduce you to some of the other members of the project team. Over time, we hope that you will feel like you are getting to know each of us.

The feedback we have received from many of you during the past couple of years has helped us to shape the new structure of the Electronic Network. What will stay the same?

We will continue to build the library of work-family research and enter information about the research and policy literature in our Literature Database. Teri Ann Lilly, who developed the vision for this unique resource, has fantastic plans to continue to improve this aspect of the project. Please feel free to send recommendations for new additions to the database to the attention of Teri Lilly. As you might imagine, no matter how hard we try to keep the database up-to-date, it is impossible to identify everything that might be interest. So, we really do appreciate your suggestions. wfnetwork@bc.edu <mailto:wfnetwork@bc.edu>

Gauging by the feedback we have received from many of you, the monthly e-mail updates we send that outline a sample of the recent additions to the

Issue Highlights, continued from pg.2

Literature Database have been a success. If you would like to receive these monthly updates, but have not yet sent us your e-mail address, please feel free to send your contact information to wfnetwork@bc.edu.

We will continue to publish issues of the Online Work-Family Researchers Newsletter. We are hoping that the Online Newsletter will serve two purposes: 1) inform you about on-going research and activities that are relevant to the area of work-family studies; and 2) support the building of a community among people interested in work-family research. It would help us to fulfill these objectives if you would become involved with the newsletter by sending us updates of your own research, notify us of upcoming events, send us summaries of conferences that you have attended, or submit a short article that we might include in the newsletter. Please send that information to pittcats@bc.edu

Of course, we also plan to take the project in new directions. For example, we will pilot a new section of the website in Fall 2001 that will be devoted to Online Resources for Teaching Work-Family. Over the past year, a dedicated group of scholars has been working on this pilot, which will include an Online Work-Family Encyclopedia and recommendations for readings about work-family issues that can be integrated into existing curriculum.

There are so many possibilities for the Sloan Work-Family Researchers Work-Family Electronic Network. Ultimately, it is our hope that we can develop resources and communication venues that will chronicle the continued evo-lution of the area of work-family studies and will challenge the work-family community to move through the periods of transition so that we can continue to deepen our understanding about the complex world of work and family.

The articles included in this issue of the newsletter reflect our current focus creating new paths that can deepen our understanding of work and family experiences. Leslie Hammer and Margaret Neal have shared with us some of the new concepts and methodological innovations associated with their recent study of the sandwich generation. Their work is a good example of how work-family studies have evolved over the past 15 years. Shelley MacDermid, Mary Dean Lee, and Stephen Smith have prepared an abstract of a chapter that they wrote on different perspectives of work and family using different lenses of "time." Bob Drago and Russ Kashian have authored a thought provoking article which poses the question about whether we should consider this area of study "a field." In a recent interview, Pat Raskin reflected on the new insights she gained when she allowed herself to be open to unanticipated findings. Marcia Brumit Kropf recently talked to us about her perspectives of some of the changes (as well as some of the stubborn "same-ness") in our studies of women and work. We thank each of these friends and colleagues for their willingness to contribute to this issue.

As always, we would be delighted to hear from you. In particular, we would appreciate it if you would share with us your thoughts about challenges facing the area of work-family studies that might lead us to new transitions.

Biographies

Bradley K. Googins, Co-Principal Investigator for the Sloan Network, is an Associate Professor of Organizational Studies at the Carroll School of Management at Boston College. Currently Dr. Googins is the Executive Director of the Boston College Center for Corporate Citizenship and the Center for Work & Family. He founded The Center for Work & Family in 1990 as the first academic center that focused on research and policy assess-ments of work and family issues. He has authored and co-authored numerous publications, includ-ing, co-editing a 1999, "The Evolving World of Work and Family: New Stakeholders, New Voices," a special volume of *The ANNALS of Political and Social Science* and " Enhancing Strategic Value: Becoming A Company of Choice,"

a policy paper that contends there is a strong link-age between companies' efforts to be a neighbor of choice and an employer of choice.

Marcie Pitt-Catsouphes, Co-Principal Investigator for the Sloan Network, is an Assistant Professor in the Graduate School of Social Work at Boston College where she teaches planning, community theory and practice, and organizational theory. She has authored and co-authored numerous publication, including co-editing a 1999 special volume of *The ANNALS of Political and Social Sciences*. Dr. Pitt-Catsouphes has served as the Principal Investigator for the existing Sloan Electronic Network. She crafted the development of the Electronic Network and guided it through its first three years. She is currently the co-prin-

cipal investigator of the study, "Understanding the First Job," supported by the Alfred P. Sloan Foundation.

Teri Ann Lilly, Project Director for the Sloan Network, is employed by the Boston College Center for Corporate Citizenship. Previously, she was associated with the Boston College Center for Work & Family, where, most recently, she was Director of Work/Life Information Services. Lilly served as a member of the project team for the Sloan Work-Family Researchers Network throughout the 3-year grant period and, among other responsibilities, served as editor of the Work-Family Literature Database. In 1997 she co-authored *Work-Family Research: An Annotated Bibliography*.

Pushing the Boundaries

A STUDY OF DUAL-EARNER COUPLES IN THE SANDWICH GENERATION

Conducted by Margaret Neal, Ph.D. and Leslie Hammer, Ph.D.
Portland State University

Margaret Neal, Ph.D.

Dr. Margaret Neal is Professor at the Institute on Aging, School of Community Health, in the College of Urban and Public Affairs at Portland State University (PSU) in Portland, Oregon. She also directs the University's Survey Research Laboratory. Her principal research interests concern the challenges faced by individuals who are balancing employment with providing informal care to elderly family members or friends, and what the public and private sectors can do to assist these caregivers. She has received several grants and written numerous articles, book chapters, and two books on these topics.

Leslie Hammer, Ph.D.

Dr. Leslie Hammer, Associate Professor, Department of Psychology, Portland State University, received her Ph.D. in Industrial/Organizational Psychology from Bowling Green State University. Dr. Hammer has been studying work and family issues for over 10 years. Her most recent work is based on a three-year, grant to study dual-earner couples in the sandwiched generation. This national longitudinal study was funded by the Alfred P. Sloan foundation and examined the various work and family stressors related to such well-being indicators as life satisfaction, depression, work-family conflict, and positive work-family spillover, among others variables. This project involved the collection of both qualitative and quantitative data.

During recent years, many scholars in the work-family area of study have engaged in some healthy self-criticism. Some have challenged the community of work-family researchers to continue to raise the bar of excellence for work-family studies by improving research designs, using rigorous measures, and making substantive contributions to the body of knowledge. A study recently completed by Neal and Hammer of Portland State University has responded to this challenge by:

- investigating an area that has received relatively little research attention – the experiences of dual earner families who have responsibilities for both elder-care as well as parenting,

- adopting a longitudinal research design that tracked changes in couples' work and family situations over the course of a year,

- contributing important insights about the strategies that couples as well as individual employed caregivers use to respond to their work and caregiving responsibilities, and

- providing data that supports role enhancement theory.

Over a four-year period, Neal and Hammer gathered information from two waves of focus groups, two waves of surveys, and telephone interviews with a sub-sample of the survey respondents. A total of 38 dual earner couples (n = 76) participated in the initial focus groups, which focused principally on the strategies used by the dual earner families to cope with their work-family responsibilities. A total of 234 couples (n = 468), selected from a random national sample, completed both waves of the mailed survey. Thirteen of the original focus group participants returned for the second series of groups. Finally, telephone interviews were conducted with approximately 50 of the survey respondents, including those whose situations changed "for the better" over the year between the administration of the two surveys, as well as those whose situations appeared to have changed "for the worse" during that time period.

Neal and Hammer are in the process of preparing reports and articles that will detail the findings of their research. For instance, from the data gathered to screen for potential participants, Neal and Hammer have been able to estimate that between 9% - 13% of US households with 2 or more people between the ages of 30 and 60 years of age are dual earner couples "sandwiched" with responsibilities for elder caregiving and parenting.

The use of mixed-methodologies for this study of dual earner couples in the sandwich generation enabled Neal and Hammer to focus particular attention on the strategies that couples use to maximize their work-family fit. During the initial focus groups, the researchers listened to the accounts of the dual earner couples, and then Neal and Hammer used the content to frame survey questions about couples' strategies. "We identified strategies and developed measures to assess how people attempt to manage work and family by increasing emotional resources, decreasing social involvement, and increasing prioritizing—all strategies that are related to general well-being," according to Hammer.

In addition, the researchers note that participants engaged in a number of work accommodations. For example, 31% of the wives reported that they had reduced the number of hours they had worked during the previous year, 27% had refused/limited travel; 24% chose a job with additional flexibility, and 21% had either refused or decided not to work toward a promotion. Some of the work accommodations adopted by the husbands included refusing/limiting travel (23%) and reducing the number of hours devoted to work (17%). According to Hammer, "our findings indicated that not only did wives engage in work accommodations to a greater extent than did husbands, but engaging in such work accommodations was actually related to higher levels of family satisfaction for the wives, whereas it was unrelated for the husbands. A downside, however, is that many of these accommodations are likely to have a negative impact on economic well-being, especially for wives." As part of their examination of couples, Neal and Hammer found that

A Conversation with Pat Raskin, Ph.D.

EPIPHANIES IN RESEARCH

Marcie Pitt-Catsouphes, Ph.D.

**Pat Raskin,
Ph.D.**

Pat Raskin, Ph.D. is a counseling psychologist and an associate professor at Teachers College, Columbia University where she teaches courses on women's career development. Pat recently developed a graduate course on work-family issues where students from several departments use theoretical frameworks from various disciplines to examine the findings of different empirical studies. Dr. Raskin has recently completed two studies at one company, as part of her ongoing women, work, and family project which investigated the career experiences of women. Having completed her research, she will be publishing the findings of her study in articles during the next few years. Pat has been a member of the Advisory Committee to the Sloan Work-Family Researchers Electronic Network, and has participated on the Virtual Think Tank, which is developing an Online Work-Family Encyclopedia and other teaching resources.

Forest Gump might say that research is like a box of chocolates…

No matter how well we plan our research designs, the findings often contain surprises. Once we start down the path of serious and open inquiry, we often realize that we are not sure "what's inside."

Pat Raskin has recently completed two related studies over the past three years, and she was surprised. Her research focused on different variables that might predict women's work-family balance and turnover at two firms. Given her academic training in psychology, Pat had anticipated that individual differences would explain some of the variance in her outcome measures. She gathered information about the women's sense of identity, their coping strategies, the salience of their career orientations as well as other roles, and perceptions of their attachment to significant others. Over course of three studies, (the first was conducted on a nationwide convenience sample a few years ago), Raskin has concluded that individual differences, alone, are not as powerful in predicting women's perception of work-family conflict as she had expected. Rather, the patterns in the individual differences became clear only when they were considered in the context of two measures of socio-economic status: education and income. Furthermore, she found that it was important to consider the relationships between differences measured at the individual level and larger social contexts, specifically the workplace context.

Raskin used the same questionnaires to collect data from women working at two different companies. In the first study, 214 partnered working women with children under 18 living at home filled out a long questionnaire. Almost half of these participants were interviewed as well, and ten of them were visited at home by an ethnographer. In the second study, 283 other partnered working mothers filled out a questionnaire.

Pat found that she was able to explain some of the variance in women's perceptions of conflict first by comparing women in different education/income groups (e.g., between group comparisons), and then by examining the variations in the experiences of groups of women (e.g., within group comparisons).

In comparison to women with more education who were earning higher salaries, the women in the samples with less education (although most of them had some post high school experience) and in the lower income groups (earning less than $50,000 a year reported lower levels of perceived work-family conflict than women with more education and higher incomes. The women's strong emphasis on family roles was related to their low levels of perceived work-family conflict. Despite the ranges in the different factors measured at the individual level, there was limited variation in the outcome measures of the women in this group, suggesting that the socio-economic status was a more powerful determinant of the perception of work-family conflict.

After considering the implications of her findings, Pat experienced a type of research epiphany, not too dissimilar from Kuhn's paradigm shift. She began the study as a counseling psychologist searching for individual factors that could explain the intent to turnover, but she gained a new appreciation for the importance of social contexts.

As a result of her experiences with this study, Raskin has a stronger commitment to cross-disciplinary collaborations for research and teaching. She stated, "When I wrote the original proposal, one of the reviewers adopted a sociological framework to evaluate the research design, and suggested that my emphasis on individual level variables could have the unintended consequence of 'blaming the victim.' … I wanted to look at the landscape of work-family conflict. Work-family conflict is both normative and developmental. However, having completed this phase of the research, I have come to better appreciate the validity of the reviewer's perspectives, which I now think could be more true than I had originally thought. We need to be careful not to say, 'This is what is wrong with women.' Researchers need to consider the ethical dimension of designing studies. For me, with this particular study, that means that I need to identify what social institutions contribute to the situation, how they affect women's experiences, how those contexts are associated with variation in individual differences and how those relationships should inform variation in individual differences and how those relationships should inform public policy."

WORK AND FAMILIES: LOOKING FORWARD BY LOOKING BACK

by
Shelley M. MacDermid, Purdue University
Mary Dean Lee, McGill University
Stephen C. Smith, Ricks College

Shelley MacDermid. Ph.D. is Associate Professor in the Department of Child Development and Family Studies, Purdue University. She serves as Director of The Center for Families at Purdue University and as Co-Director for the Military Family Research Institute at Purdue. MacDermid is currently a co-principal investigator for a study sponsored by the Alfred P. Sloan Foundation that is examining the relationships that dual earner families have with their workplaces, communities, and their children's schools. Her research interests focus on the relationships between work

Shelley MacDermid, Ph.D.

conditions and family life, with special attention to organizational size. MacDermid has authored and co-authored numerous publications. Recently, MacDermid co-edited a special issue of Journal of Family and Economic Issues, 22(2), Summer 2001, which is a collection of work-family articles that share a common data source, the National Studies of the Changing Workforce.

Mary Dean Lee teaches undergraduate and graduate courses in Organizational Behavior, Human Resource Management, Managerial Skill Development, and Career Development at McGill University. She received her doctorate in Organizational Behavior from Yale University. With support from the Alfred P. Sloan Foundation in New York and the Social Sciences and Humanities Research Council of Canada, she has recently completed a major North American-wide research study on reduced load work arrangements among professionals and managers in 45 private corpora-

Mary Dean Lee, Ph.D.

tions in the U.S. and Canada. Prior to this study she focused on part-time work among doctors, lawyers, and accountants. She has authored and coauthored numerous publications and frequently speaks at conferences and workshops on the topic of balancing career and family.

Stephen Smith, Ph.D.

Stephen Smith earned his Ph.D. in Child Development and Family Studies from Purdue University and is currently an Assistant Professor at Ricks College. He is interested in the ways in which family members spend their time and the meanings they attach to time and its management.

Editors' Note: For some time, policy makers, the media, practitioners, and family members have tried to anticipate how today's work-family priorities might translate into the challenges of tomorrow.

MacDermid, Lee, and Smith address this fundamental conundrum in a chapter, "Forward into Yesterday? Families and Work in the 21st Century" to be published in Minding the Time in Family Experience: Emerging Perspectives and Issues (forthcoming 2001), edited by Kerry Daly, published by Elsevier.

With the authors' permission, the following article has been excerpted from that chapter and edited for this newsletter.

Recently, we analyzed different trends and changes that have transformed and re-invented the relationships between work and family experiences over time. As we considered the implications of the data, we identified five important questions concerning 21st century work-family experiences.

To what extent will individuals, social institutions, and the society-at-large acknowledge the value of caregiving?

It is not yet clear who will need care and who will provide it in the 21st century. However, we can make a couple of assumptions. Many families will have responsibilities for dependent children and/or dependent adults and elders, for at least some part of their life cycle. In addition, it is likely that many caregivers will also have responsibilities for paid work.

There are a number of indications that our caregiving crisis will become more salient in this new century. The demographics of our aging population paint a compelling picture. The youngest baby boomers are just now turning 40. In 2012, the oldest baby boomers will begin to retire. In 2046 they will begin to turn 100, with the last of the generation turning 100 in 2064. The centenarians of the year 2100 have already been born. The first half of the 21st century is likely to be predominated by the passage of the baby boom through retirement and old age. As with every other life stage, older baby boomers will likely land on a social policy infrastructure ill-equipped for their enthusiastic interest in living life to the full (Table 1420, U.S. Bureau of the Census, 1999).

It is instructive to look at how the "care ratio" is expected to shift. Think about the age structure in three groups -- individuals under 25, who are mostly still preparing for employment, persons aged 25-64 or of prime working age, and those older than 65 who traditionally have been mostly retired. In 1900, there was less than one person of working age for each younger person, but 10 persons of working age for each older person. By the end of the current century, the ratio of people of working age to young people will

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have doubled, to about 1.4 persons of working age for every young person. But instead of 10 people of working age for every older person, there will be fewer than 2.

There are many public discussions about what will happen as baby boomers age -- how will we fund pensions, what services will be provided, and so on. But as boomers move farther and farther away from their days of active parenting, and as their needs become more intense, children could get lost in the shuffle. Already there is considerable inequity in the U.S., where approximately $9,000 is spent per year on each elderly person, not counting Social Security, but only $2,100 is spent on each child (Congressional Budget Office, 2000).

Employment has improved women's status in society, but there has been no good replacement for the caregiving labor that women are no longer doing to the extent that they used to (Harrington, 1999). The obligations of family life are less predictable or certain when these relationships are based solely on affection. Family life has become increasingly private, promoting the myth that it is possible and desirable to be entirely self-sufficient.

Now that virtually every available worker has entered the labor force, the separation between productive and reproductive work seems problematic. If the only "productive" work is paid work, and therefore "reproductive" work isn't "productive," who will do it (Glass, 2000)? And, because we now rely on women's income to keep families out of poverty, there would be no obvious substitute for their economic work. Decades ago, the modal family was a "2/2" family, with two adults to carry out two jobs -- a paid job in the workforce and an unpaid job at home. Today, the modal family is a "3/2" family, still with two adults, but now with three jobs -- two paid and one unpaid (Christensen & Gomory, 1999). It is neither financially nor psychologically possible to simply go back -- somehow we have to find our way forward

Simply paying caregivers does not seem to be a workable solution. Professional caregivers in today's economy are among the worst-paid of all workers. In the U.S., bus drivers and trash collectors earn more than early childhood educators (Glass, 2000). As a society, we will need to develop ways to ensure equality and the adequate provision of care.

In light of these caregiving futures, Glass (2000, p. 135) argues that "all jobs must be crafted around the notion that everyone has a responsibility for familial care and community building. No one is expected to live a life totally devoted to paid work, and nobody gets differentially rewarded for doing so." She thinks demands on workers should be modified to eliminate involuntary overtime, enforce shorter work hours, and create new worker protections that lessen the pressure on parents to find substitute caregivers.

Where and when will economic work occur?

According to the Hudson Institute (Judy & D'Amico, 1997), the next century will see the "death of distance." Work will become less tied to place and more tied to person, and more fluid in both schedule and content, particularly for knowledge workers. The current preoccupation with "face time" -- having to see someone to know they are working will gradually dissipate under the press of long commutes, expensive real estate and young workers

who just won't take it anymore. Some good news is that knowledge work levels the playing field for workers who have traditionally been excluded from more physically demanding jobs, such as women and those with disabilities. **Who will have opportunities for desirable work?**

We already know that low-skill and unskilled workers will be at an increasing disadvantage as jobs become more knowledge-based and as third-world countries continue to come on-line with ready supplies of workers (Carre, 2000; Judy & D'Amico, 1997). The demand for knowledge workers will increase substantially, but we in North America are not very well-prepared. Only 34% of the U.S. population has graduated from high school. Of the best-educated age group in the labor force -- workers aged 25-34, only 21% have completed a bachelor's degree (Table 265, 1999 Statistical Abstract). This might be good news for college campuses, which will face pressure to get serious about lifelong learning and retraining -- not just for workers who will take on multiple jobs during their careers, but may have multiple careers (Workforce 2020). However, those who are unable to participate in higher education will be truly on the periphery of the labor market.

- We must be very concerned about the growing divide in the workforce.

- What does it mean for a society if only people who have the ability or the resources to complete a college degree are able to support families?

- What does it mean for a society when the minimum wage has been falling in real terms for 40 years? (Table 705, 1999 Statistical Abstract)

What should be the role of the economy?

Several years ago, a prominent business leader asserted that, in the future, the economy would need many fewer workers, and, therefore, it will no longer be reasonable for every citizen to expect to have a job. Is it really so presumptuous for citizens to expect to be involved in the economy? Are citizens really in the service of the economy? Should it not be the reverse?

In the United States, we think sometimes too much is given away as incentives for employers who are creating a few jobs, often of low quality. David Rodbourne, who directs a center on ethical corporate cultures, thinks work is driving the whole perception of U.S. culture. We accept without question the basic assumptions of the workplace -- that the good of the business always trumps the good of the individual (panel presentation, November 2000).

It will be interesting to see what happens as the demand for knowledge workers rises. Even the conservative Hudson Institute (Judy & D'Amico, 1997) argues that employers are going to have to become considerably more flexible and accommodating to attract and retain skilled workers and keep all of their intellectual capital from walking out the door! News stories already have featured the creative tactics being used by companies in today's tight labor market -- offering signing bonuses, allowing pets to be brought to work, and providing concierge services. The proportion of workers served by such goodies remains infinitesimal however, and it is entirely unclear what will happen during economic downturns.

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What should be the role of the community?

A new book argues that childless individuals are being unreasonably disadvantaged by initiatives aimed at helping parents to do a good job (Lawlor, 2000). It is disturbing to us that parenthood has come to be seen as a selfish act.

As a society, we must decide that it really does take a community to raise a child. We need to pursue creative community-based options for supporting caregiving, such as linking volunteerism and employment, supporting the synchronization of school and work schedules, bringing preschool into the public education system, supporting cohousing and creative new family living arrangements, and requiring family impact statements for legislation (Glass, 2000; Scanzoni, 2000).

Perhaps as important, we need to begin to recognize the assets that children bring to the community. Taking care of children is an investment in community sustainability.

Using time as an analytical lens, we can see that needs for caregiving are clearly driven by the inescapable tempo of changes in birth and death rates. However, when trends in industrial and family time are overlaid on the historical shifts, an emergent crisis in care work is brought into sharp relief. That is, the increased time demands on high level workers (industrial time) coupled with more and more workers in dual earner families (family time) creates a need to contract out much family work, which may then provide jobs to the low-skilled labor force. Yet it is not clear that this accommodation or solution is best for children, for parents, or for low-skilled workers. What is important is to view these issues from different yet overlapping time perspectives, to figure out where there is the most leverage for changes that benefit family and community, not just the coffers of corporations.

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A Study of Dual Earner Couples, continued from pg.4

perceptions of workplace flexibility of one spouse, had significant positive crossover effects on the other spouse's experience of work-family conflict.

One of the important insights gained from this study is that caregivers often receive supports from the dependents, themselves. For example, Neal and Hammer stated that many of the couples reported that their aging parents often provide emotional support to the working parents. This finding could challenge some of the taken-for-granted assumptions that researchers have about the fundamental relationship between the caregiver and the care recipient. Previously, little attention has been devoted to the benefits (emotional, financial, tangible assistance, etc.) that employed caregivers/working parents derive from either dependent elders or from children.

Neal and Hammer report that one of the biggest challenges they faced was

trying to elicit from the dual earner couples detailed descriptions of the processes they used to make decisions about their work-family strategies. Hammer indicated "this was just not something that they were consciously aware of doing."

In the future, Neal and Hammer hope to more thoroughly explore the longitudinal effects of such caregiving and work responsibilities on well-being over time. In addition, they plan to investigate the moderating effects of role stress (i.e., parent care, parenting, spousal, and work-related) on the relationships between work-family fit (work-family conflict and positive work-family spillover) and personal and work outcomes over time. Finally, they plan to examine both couple-level and spousal crossover effects of work and family variables on general well-being over time.

WHY TAKE GENDER OUT OF WORK/LIFE?

An interview with Marcia Brumit Kropf, Ph.D.
By Marcie Pitt-Catsouphes, Ph.D.

Marcia Brumit Kropf, Ph.D.

Marcia Brumit Kropf is the Vice President for Research at Catalyst. She oversees Catalyst's Research Department and the Information Center, a special library focusing on women and work. Dr. Kropf is responsible for Catalyst's research, overseeing all phases of this work including research design, data collection, analysis, and report writing. Dr. Kropf served as the principal researcher for Catalyst's three-year study, *A New Approach to Flexibility: Managing the Work/Time Equation*, sponsored by the Alfred P. Sloan Foundation. She also directed Catalyst's national study exploring the career decisions, opportunities, and work/life issues of dual-career couples, *Two Careers, One Marriage: Making It Work in the Workplace*.

For over a decade, Catalyst has been conducting ground-breaking research that has examined the experiences of women in the workplace. Among its most recent studies, Catalyst partnered with the University of Michigan business School and the Center for The Education of Women at The University of Michigan to look at the career decisions and labor force participation patterns of 1,684 alums from 12 top MBA schools who graduated between 1981 and 1995. The findings from *Women and the MBA: Gateway to Opportunity* suggest that the labor force attachment of men and women continues to be very different, despite the changes in workplace policies and attitudes that have occurred during the past two decades. Fewer than 1of every 3 women MBA's (29%) reported that they had participated in the labor force continuously since their graduation, in comparison to the 61% of the male MBA's. When Catalyst looked at those women who had maintained continuous employment since their graduation, the researchers found that these women were less likely to be married than the other female MBA's and they were less likely to be parents. These predictive factors did not emerge among the men.

Does gender still matter when we talk about work/life experiences? Unequivocally. Kropf commented, "It is totally understandable that some work/life champions discuss work and family issues with gender-neutral language. Certainly, there are indications that many men experience work/life conflicts and, increasingly, devote time to caring for their children, helping elderly relatives, and taking care of household responsibilities. Furthermore, it is clear that women will need men as allies if we want to change some of the systemic and structural barriers at the workplace that make it difficult for women to compete, contribute, succeed, and thrive. From this point of view, it has been a strategic decision to frame work-family issues as priorities for both men and women. However, when we gloss over gender, we tend to overlook some very important things. First of all, women experience work and family issues differently, in part because they continue to assume a larger proportion of the family and home responsibilities than do men. In addition, women continue to encounter different opportunities, supports, and attitudes at the workplace than men. Ultimately, it is not in the best interests of women if we downplay these realities."

Catalyst remains undaunted in its campaign. A less committed group might have become discouraged at the slow pace of social change at the workplace, but the Catalyst researchers look at the complex corporate landscape and see new opportunities. Kropf has a clear action agenda for women at work, an agenda that could alleviate many of the root causes of work/life conflicts experienced by women. She observed, "If we design companies in a different way, the work experience will be different for women. Despite all of the good work that has been done by work/life champions and corporate leaders, we continue to accept stereotypes related to the appropriateness of certain types of work being done by women, especially by mothers. Furthermore, we have perpetuated insidious mis-assumptions about how work should be done. Taken together, these out-dated notions have had very negative outcomes for women at the workplace." In the MBA study, only 42 men (5%) reported periods of part-time work compared to 370 of the women (42%). The women reported that they had decided to work part-time as a work/life strategy – for family (46%) or lifestyle (24%) reasons. By contast, the very few men reporting periods of part-time work cited reasons related to employment – the lack of full-time work (38%), problem with prior employer (12%), career change (10%), or company merger/reorganization (2%). Kropf feels that the disparity in work hours between men and women might be significantly reduced if workplace structures and practices were more flexible and if employees had sufficient autonomy that they could implement innovative work schedules and work processes. Kropf firmly believes that the challenges in front of the work/life movement, today, are located in the work arena rather than the life arena.

Kropf remains optimistic that we can implement strategies that will make a difference. Catalyst continues to focus on the importance of mentoring in many of its studies. Not surprisingly, Catalyst researchers have found that women, in general, tend to be marginalized, especially in the informal mentoring systems at the workplace. This is even more true for women of color. In Catalyst's 1999 study, *Women of Color in Corporate Management: Opportunities and Barriers*, women of color describe the two top barriers to their advancement as not having an influential mentor or sponsor (47%) and lack of informal networking with influential colleages (40%). Catalyst believes that if we can change women's access to quality mentoring experiences, women will not only gain access to important business relationships and opportunities, but, in addition, they will be in better positions to change the structural barriers that have inhibited their success in the past.

Catalyst is known for the effectiveness of its advocacy strategies, as well as for its research strategies. For example, Catalyst has used the propensity of corporations to be competitive as a way to encourage them to make better use of the expertise and talents that women bring to business. Every year Catalyst publishes a census of women in the Fortune companies. One year Catalyst counts the number of

Opinion/Editorial:

IS WORK/FAMILY A FIELD?

Robert Drago
Pennsylvania State University

Russell Kashian
Marquette University

There are good reasons to believe that work/family is not a field of research in its own right. To the best of our knowledge there are no existing Ph.D. or masters programs, undergraduate degrees, or even majors in "work/family." Moreover, we suspect that such degrees are not destined to come into existence at any time soon; nor are departments of work/family likely to emerge within colleges and universities.

Given the field is missing many of the accouterments associated with traditional academic disciplines, we do not pretend to resolve this issue to everyone's satisfaction here. Instead, we present a brief case in favor of labeling work/family a field.

We define an academic field as existing when three conditions are satisfied: 1) a research question or topic can be identified, 2) a reasonably well-defined body of scholarship exists, and 3) a name for the body of scholarship has widespread currency. This definition is empirically grounded. We do not believe the existence of an interdisciplinary field can be gauged on the grounds of a common methodology, set of assumptions or a shared paradigm, contrary to methodologists such as Kuhn or Lakatos (see Kuhn, 1996; Lavor, 1998).

There is indeed a single broad question researchers in the field attempt to answer – what is the relationship between commitments to employment and to kin? As with all such claims, even this definition can be pushed too hard. For example, some research in the field concerns contingent workers who are not technically employees but instead independent contractors (e.g., Hipple, 1999). Other research concerns kin who are "fictive" (e.g., Rothausen, 1999). Nonetheless, the vast majority of research in the field addresses commitments to employment and kin.

In contrast to Kuhn and Lakatos, we believe that it is precisely the variety of methodologies, assumptions and paradigms applied to this question that make work/family a field. Absent such diversity, work/family would be at most a subfield of a single discipline.

Several works suggest that work/family covers a reasonably well-defined body of research. Kanter summarized research in the field as early as 1977, defining it as including "theory, research, and policy concerning the dynamic intersections of work and family systems in contemporary American society" (1977, p. 1). Although the field has since expanded to encompass other countries, Kanter's definition is very close to that provided here. Relatedly, there now exist several bibliographies of research in the field, including works by Smith (1994), Lilly, Pitt-Catsouphes and Googins (1997), and Arbuckle (1999), while the first handbook of work/family research is currently in process (email correspondence from Leslie Stebbins, research librarian at Brandeis University, March 5, 2000).
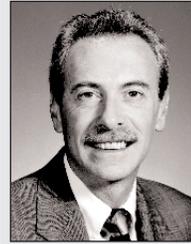
Robert Drago,
Ph.D.

Robert Drago is Professor of Labor Studies and Women's Studies at the Pennsylvania State University. He holds a Ph.D. in Economics from the University of Massachusetts at Amherst, and has been a Senior Fulbright Research Scholar. His recent research includes a study of teachers and their time for work and family, and a study of faculty and family issues, both funded by the Alfred P. Sloan Foundation. He is the 2001 recipient of the R.I. Downing Fellowship at the University of Melbourne (Australia), serves on the Board of the Alliance of Work/Life Professionals, is an Advisory Council member for the "Top 100" list compiled annually by *Working Mother* magazine, and is a proud soccer dad. Drago teaches a course on Work-Family, to see his syllabus http://lsir.la.psu.edu/workfam/lir_497.htm. He is also moderator of the work/family newsgroup on the internet http://lsir.la.psu.edu/workfam.

Russell Kashian,
Ph.D.

Russell Kashian teaches at the Department of Economics, Marquette University. He holds a Ph.D. in Economics from the University of Wisconsin-Milwaukee. Kashian's work-family publications include: Instructor Manual to Accompany *Unlevel Playing Fields*, with Corey Wanek, The McGraw-Hill Companies, Inc., 1997; "New Estimates of Working Time for Teachers," co-authors Robert Drago, et al, *Monthly Labor Review*, Vol. 122, 1999 pp. 31-41; "The Longest Day: Working Time for Teachers," in *Working Time: International Trends, Theory and Policy Perspectives*, Deborah Figart and Lonnie Golden, eds., Routledge, co-authors Robert Drago, et al, 2000; "Obligor Standards in Child Support, Income, and Spillover Benefits," 2001, Manuscript; "The Willingness-to-pay for Work/Family Policies: A Study of Teachers," co-authors Robert Drago, et al, *Industrial and Labor Relations*, forthcoming; and "Mapping the Terrain of Work/Family Journals" with Robert Drago. *Journal of Family Issues*, forthcoming 2001.

Opinion/Editorial, continued from previous page

The name of the field has been reasonably stable during the decades since Kanter's (1977) work was published, although the specific form varies between "work/family," "work-family," and "work and family." An April 4, 2000, search of various databases suggests the terminology is common. The catalog at the Pennsylvania State University yields 300 books with both "work" and "family" in the title, while a similar search of the PsychINFO database yielded 622 documents. The Sociological Abstracts and the Social Science Abstracts databases revealed 849 and 315 documents, respectively, for titles including the words "work" and "family." Two of the databases permit more detailed searching. For Sociological Abstracts and Social Science Abstracts, we were able to determine that 143 and 112 documents, respectively, included in their titles either "work/family" or "work-family."

There has recently been some controversy regarding the name of the field. On the practitioner side, the 1996 merger of the National Work/Family Alliance and the Association of Work/Life Professionals into the Alliance of Work/Life Professionals signaled a shift away from the terminology of "work/family" to that of "work/life." This shift arguably represented an attempt to create the appearance if not the reality of inclusion for employees without families. On the theoretical side, Barnett has recently argued that the term "work/family" should be replaced by "work/social systems" (1999).

Similar questions regarding the name of the field have recently confronted researchers in women's studies (see Yee, 1997). Some have argued that the name should be replaced with the arguably more accurate term "gender studies." As seems to be occurring with women's studies, we suspect the sheer weight of accumulated research under the rubric of "work/family" will tend to ensure that the name of the field remains a constant.

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Kropf, continued from page 9

women on the boards and the next year counts the number of women corporate officers and top earners. After seeing "zeros" after their company's name for several years in a row, some companies have begun to open cracks in the doors for women. It is important to note, however, that progress is slow. The number of women board members in the Fortune 500 has grown from 8.3% in 1993 (when Catalyst first counted) to 11.2% in 1999 when 84% of the companies had at least one woman on the board. The number of women officers in the Fortune 500 has grown from 8.7% in 1995 (when Catalyst first counted) to 12.5% in 2000 when 82% of the companies had at least one woman corporate officer.

Although Kropf acknowledges that there has been only limited change in some of the indicators of progress relative to women's status at the workplace, she advises us to celebrate the accomplishments that have been made. For example, it is possible to look at the history of the Catalyst Awards to understand the changes that companies have made. For example, in 1987, when Catalyst first gave awards to company programs, awards were presented to the Connecticut Consortitium for Child Care for a child care resource and referral program, Equitable Financial Companies for the collaboration of the Women's Business

Resource Group using an employee survey to identify the work-related needs of female employees, IBM for their national child care resource and referral program, and Mobil Corporation for a senior management development program for women and minorities. Those programs were unique and ground-breaking in 1987. In the late 1990s, there was a significant shift with companies nominating for diversity initiatives that focus on the systemic factors that affect women's work experiences. In addition, Catalyst can now require strong measurable results and accountability measures. In 2001, the award was presented to American Express, General Mills, and JP Morgan Chase – for broad initiatives with stringent accountability measures for managers which impact compensation, regular on-going information-gathering which is reported in diversity scorecards, and clear documentation of the advancement of women.

Kropf and her colleagues at Catalyst challenge work/life champions to shift the focus to the redesign of workplace structures because, in the long run, these changes will support the quality of the work and family lives experienced by all.

Research Updates

The Community, Families, and Work Program (CFWP) is a new program initiated by the Brandeis University's Women's Studies Research Center. The new Program has received initial funding from the State Street Bank Foundation.

Rosalind Barnett, Executive Director, reports: "The Community, Families, and Work Program (CFWP) at Brandeis University conducts research that is cutting edge, methodologically innovative, and policy-oriented research with the goal of enhancing family well-being. All projects undertaken by CFWP will meet these three criteria. CFWP interacts intensively with the media and policy makers to bring research findings to the public's attention. In these ways, CFWP will correct the generally superficial, out-dated, and often biased media coverage that is given to issues critical to the interplay of community, families, and work. We are very enthusiastic about incorporating this tripartite focus into our research and into the policy implications of our findings. Our inaugural event will be the 1st Annual Invitational Journalism Work/Family Conference to be held April 27-28, 2002" (For more information, please see "Upcoming Events" this newsletter, or e-mail: rbarnett@brandeis.edu).

Sloan Grants Awarded

The Dual-Career Working Family Programming Area at the Alfred P. Sloan Foundation has articulated a funding strategy which contributes to the understanding of how two-earner earner families can meet the demands of their three jobs: the first job of caring for their families, and their other two paid jobs.

Recent grant awards to support and encourage the scholarly study of working families include:

Boston College, Chestnut Hill, MA
Support the Sloan Work-Family Researchers Electronic Network

National Parenting Association, New York, NY
Conduct preliminary work and pilot a Parent Stress Index

Oklahoma State University, Stillwater, OK
Support research on "Academic Motherhood: Managing Complex Roles"

Pennsylvania State University, University Park, NY
Map the varied practices and policies at US colleges and universities for enabling tenure track faculty to handle the joint responsibilities of work & family.

Purdue University, West Lafayette, IN
Convene a National Conference on Work-Family Research

Rutgers University, New Brunswick, NJ
Conduct research on the nature of community involvement for professional women in dual- earner families.

San Jose State University, San Jose, CA
Write two books based on ethnographic research on everyday lives of working families in the Silicon Valley

Urban Institute, Washington DC
Research: how current retirement laws and institutions can be adapted to reduce legal barriers to phased retirement and part-time work for older workers.

Participants Needed for Research Study

Egalitarian Couples With Young Children: Participants in Northern California. If you are a married heterosexual with a young child/children and share household work, childcare, and paid employment equally with your spouse, I would like to talk with you and your spouse. Participation will involve completing a short questionnaire and an interview of up to two hours. Confidentiality of the data will be protected. The research is part of a doctoral dissertation study at the California School of Professional Psychology, Alameda. For more information please e-mail egalitariancouples@hotmail.com or call (510) 337-0966.

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RECENT EVENTS

February 8-9

Alliance of Work/Life Professionals (AWLP) held its 5th annual conference at Disney World, Orlando, FL. General sessions included: "A Tipping Point for work and Family? presented by Malcom Gladwell and "Is Employer Support of Work and Family Really a Good Idea? – Point or Counter Point," presented by Dave Arnott with David Russo.

In the keynote, Malcom Gladwell presented his thesis that all major social changes experience at one point in their history a sudden, dramatic and often unexpected surge. That surge is the "tipping point." If one knows and understands the reasons behind the phenomenon, one can actually cause the surge to occur, for example, a change in organizational culture.

Conference Workshop notes are available in power point at:
http://www.awlp.org/events/notes.htm

Audio cassettes of the keynotes may be purchased at:
http://www.awlp.org/events/tapeform.pdf

March 1-3, 2001

The College and University Work/Family Association (CUWFA), held its 6th annual conference, "Balancing Personal Lives in Higher Education: A Focus on Women Faculty," at the University of Arizona, Tucson. The provided a forum for discussing programs, policies, and research that demonstrate positive results for recruitment, retention, and career advancement of women in academia. The keynote speakers included: Juliet Schor, Ph.D., Harvard University and Boston College and Nancy Hopkins, Ph.D., Massachusetts Institute of Technology. Dr. Shor provided an overview of the hierarchical nature of the academy, which perpetuates the continued discrimination of women. Shor also addressed the increasing acceleration of the academy. Dr. Hopkins described the MIT project on discrimination, "First Committee on the Status of Women Faculty in Science at MIT," by focusing on the "discovery" of the problem and the process of change. To learn more about CUWFA, visit: http://www.cuwfa.org.

May 4-5, 2001

Center for the Ethnography of Everyday Life at the University of Michigan held the annual conference for the Alfred P. Sloan Centers for the study of Working Families. For more information about the Centers, visit their websites.

- Center for the Ethnography of Everyday Life at the University of Michigan
- Center for Working Families at the University of California, Berkeley
- Cornell Employment and Family Careers Institute
- Emory Center for Myth and Ritual in American Life
- Parents, Children and Work at University of Chicago and NORC

May 16-17, 2001

The Conference Board and the Families and Work Institute held a conference in New York on May 16-17, "Recasting Change - Using Work-Life To Meet The Challenges Of The 21st Century."

Editor's note: Leon Litchfield and Kathy Lynch, Boston College Center for Work & Family, attended the Conference and kindly sent us this report.

The main goal of the conference was to give attendees a chance to think about what the important work/life issues will be in the 21st century. There were several plenary sessions that addressed key issues, such as the impact of technology, leadership, and work redesign. One session included the unveiling of an interesting new study on overwork, specifically commissioned for the conference, conducted by the Families and Work Institute and sponsored by Price Waterhouse Coopers. For more information on the study, Feeling Overworked: When Work Becomes Too Much, by Ellen Galinsky, James T.Bond, and Stacy Kim go to: <www.familiesandwork.org>.

As part of a component on "Addressing Family Needs in a Changing World," there were smaller breakout sessions on a range of topics, including child care, elder care, teens, and public private partnerships. Similarly, sessions on flexibility, women's advancement, global issues, and wellness were grouped together as concurrent sessions under the heading: "Working Toward Win/Wins in a 24/7 Economy."

Dr. Litchfield, Boston College Center for Work & Family litchfil@bc.edu, was a co-presenter for a session called: "Using Surveys to Develop Work-Life Initiatives." This session was run concurrently with three other sessions under the broader heading of "Creating a Work-Life Strategy in Your Organization." This part of the conference was an attempt to provide attendees with "tools and methods for advancing work-life initiatives" within their companies.

The session was a comprehensive presentation on developing work-life surveys, following a "focused-question" approach that attendees could use to develop surveys in their own companies. The topic areas covered were: purpose, target audience, content, motivation, logistics, data analysis, data presentation, and using data. Dr. Litchfield's co-presenter for this session was Maria Ferris, Manager of Work/Life & Women's Initiatives at IBM, who used the focused-question approach to discuss a recently completed global work-life needs assessment of IBM employees.

Overall, the conference was a good opportunity to hear presentations on broader work/life topics, attend smaller sessions that explored more specific topic areas in-depth, and network with others in the work/life field. A media award for unique contributions to the field was presented to Maggie Jackson, Associated Press, who writes on work/life issues.

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UPCOMING EVENTS

Call for Papers

Special issue of Journal of Family Issues called "Care and Kinship." Submissions must be postmarked by August 26, 2001. Edited by Rosanna Hertz, Anita Garey, Karen Hansen, and Cameron Macdonald. "We seek empirical papers that are grounded in theoretical and conceptual debates around caregiving broadly defined, including eldercare, childcare, and care for the ill and those with special needs. Papers addressing perspectives of caregivers and care receivers are welcome. Papers should address one or more of the following areas: (1) families interfacing with caregiving institutions; (2) the role of power and inequality in caregiving; (3) how social location (e.g. lifecourse, social class, race, ethnicity, and identity) affects caregiving and care receiving." Please send five copies of your manuscript and a disk in Word 95 to Rosanna Hertz, Dept of Women's Studies, Wellesley College, Wellesley, MA 02445.

Special Issue of Gender & Society, "Global Perspectives on Gender and Carework." Deadline for submissions: December 15, 2001. Guest Editors Jacquelyn Litt, Iowa State University (Jlitt@iastate.edu) Mary Zimmerman, University of Kansas (mzimmerman@ukans.edu). "We invite papers for submission on the allocation, meaning, and experiences of paid and/or unpaid carework in relation to globalization. Among the key questions are 1) How has globalization affected the organization of women's and/or men's unpaid carework in families and households? 2) How have deindustrialization, globalization and structural adjustment policy reinforced the gender, racial and national inequalities embedded in carework and/or given rise to new patterns of stratification and activism? 3) What are the diverse experiences of women's carework in international and/or globalizing contexts? 4) What are the theoretical implications for feminist research of the comparative and global study of carework?" Submit papers, including $10.00 (US) submission fee payable to Gender & Society, to Professor Christine Bose, Editor. Gender & Society Department of Sociology. SS 340 (Social Science 340). University at Albany, SUNY. 1400 Washington Avenue. Albany, New York 12222.

A Request for Nominations

Roz Barnett writes: "I would like your help in nominating researchers as potential presenters and active audience participants for the 1st Annual Invitational Journalism-Work/Family Conference to be held April 27-28, 2002 at Boston University." The Conference is the inaugural event of the newly-formed Community, Families, and Work Program (CFWP) at Brandeis University (see "Research Updates" this newsletter). "Specifically, the aim of the conference is to facilitate interaction between superb researchers whom journalists generally do not know and interested journalists (prints, TV, radio, video, etc.) who want access to a steady stream of reliable and cutting edge research findings. Please nominate researchers whose work you think is first-rate, innovative, and important to bring to the attention of journalists."

The conference will address the following three major topics: Historical per-

spectives on the American family, Child care, and Work-family conflict. Each of these three topics will be the focus of a plenary session at which approximately 3 researchers will present papers describing their work and the field in general. Following each session, a discussant will encourage dialogue between the presenters and the researchers and journalists in the audience. Travel, lodging, and food costs will be covered for all researchers. Please submit nominations to: rbarnett@brandeis.edu .

Conferences

June 2001

June 8-9, 2001. The Institute for Women's Policy Research (IWPR) announces its Sixth Women's Policy Research Conference. The status of Women: Facing the Facts, Forging the Future, cosponsored by the Women's Studies Program of the George Washington University. Over 100 hundred papers will be presented in over 30 sessions. Contact IWPR to register and view the conference proceedings: http://www.iwpr.org/

Conference presenters will address a vast range of topics related to women's economic, health, and social status. The Saturday morning session -- Reducing Work-Family Conflicts: Public Policy, Dual Earner Families, and the Shorter Work Day, will include the following topics/ presenters: "Building the Dual Earner/Dual Career Society: Policy Lessons from Europe," by Janet Gornick and Marcia Meyers, "The Movement Toward a 24-Hour Economy: A Work and Family Policy Issue?" by Harriet Presser; "Bifurcation of Working Hours: incentive-Based Policy Prescriptions to Reduce Work-Family Conflict?" by Jerry A. Jacobs; and "Work Time and Gender Equity: Lessons from Europe," by Deborah M. Figart and Ellen Mutari.

June 19-20, 2001. A Center for Gender in Organizations Conference, "Working With our Differences: Chasms, Bridges, Alliances?" Please contact the Center for Gender in Organizations, Simmons Graduate School of Management by emailing cgo@simmons.edu or phoning +617 521 3876, with questions about the conference.

June 24-27, 2001. Society for Human Resource Management 53rd Annual Conference and Exposition. San Francisco, CA. Contact SHRM at the website: http://www.shrm.org/conferences/

August 2001

August 3-8, 2001. The Academy of Management. "How Governments Matter: The Academy of Management. Washington, D.C. 2001 Conference. The Conference agenda calls forth a thematic challenge for the Academy: to address what role, if any, governments play in management and organization. Division Programs include, among others: Gender and Diversity (Program Chair: Gayle Baugh gbaugh@uwf.edu, Professional Development Workshop Chair Ellen Ernst Kossek kossek@msu.edu) and Human Resources (Program Chair: Timothy A. Judge tim-judge@uiowa.edu and Professional

Upcoming Events, continued from previous page

Development Workshop Chair: Patrick M. Wright pmw6@cornell.edu). Complete information available at: http://www.aom.pace.edu/

August 7, 2001. Conference on Carework, Inequality, and Advocacy, University of California, Irving. To register: http://www.sas.upenn.edu/wstudies/carework/

August 18-21, 2001. American Sociological Association, The 96th ASA Annual Meeting, Anaheim, CA. The Section on Sociology of the Family, includes topics of interest to work-family researchers, such as: (1) "Families and Mental Health"; (2) "Men in Families." (3) "Workplaces and Families: Trends and Strategies for Accommodation." (4) "Family Composition and Well-Being across the Life Course." (5) "Aging Parents and Their Children. Location of meeting, housing, travel arrangements, program information, etc. http://www.asanet.org/convention/homepage.html

September 2001

September 6-7, 2001. Europe all Studies Research Institute (Center for Policy Studies and the Centre for Gender Studies in Europe) will sponsor an International Conference, "Progressing Gender Relations in Europe: Questions of Equality in Paid and Unpaid Work." Speakers include: Lynne Berry, Julia Brannen, Jet Bussemaker, Rosemary Crompton, Anneke van Doorne-Huiskes, Jeanne Fagnani, Arnaug Leira, Jane Lewis, Suzan Lewis, Ruth Lister and Sylavia Walby.

For further information and a registration form, please contact Wendy Dodgson, European Studies Research Institute, University of Salford, Salford, Greater Manchester M5 4WT, UK.

February 2002

February 7 - 9, 2002. Business and Professional Women's Foundation in partnership with the Alfred P. Sloan Foundation. Shelley MacDermid kindly sent in this announcement: Plan to submit proposals for (and attend!) the fourth work-family research conference sponsored by the Business and Professional Women's Foundation in partnership with the Alfred P. Sloan Foundation. "Persons, Processes, and Places: Research on Families, Workplaces and Communities" will feature academic research from diverse fields. Organizers are working hard to ensure that there will be stimulating ideas and lively debate! For the first time, the research conference will be held contiguous with the annual meeting of the Alliance of WORK/LIFE Professionals, offering exciting opportunities for connections between researchers and practitioners. The academic partner for the 2002 conference is the Center for Families at Purdue University; contact Shelley MacDermid (shelley@purdue.edu) for more information. The call for submissions will be issued at the end of May; proposals will be due at the end of July.

The conference will be held February 7 - 9, 2002 at the Hyatt Regency Embarcadero in San Francisco.

February 6-9 2002. The Alliance of Work-Life Professionals (AWLP). San Francisco, CA. The AWLP conference will run contiguous with the Business and Women's Professional Group and the Alfred P. Sloan Foundation Conference and the College and University Faculty Association (CUFA) Conference in. San Francisco, CA.

WORK·FAMILY RESEARCHERS
ELECTRONIC NETWORK

www.bc.edu/wfnetwork   Spring 2001•Volume 3(1)

RECENT PUBLICATIONS

Early Education Study: Just Released

The May issue of JAMA includes an article reporting on the 15 year early education studyæ the Chicago Longitudinal Study: A study of Children in Chicago Public School, which was funded by the NICHD.

Reynolds, Arthur J.; Temple, Judy A.; Robertson, Dylan L.; & Mann, Emily A. May 2001. Long-term effects of an early childhood intervention on educational achievement and juvenile intervention: A 15 year follow-up of low-income children in public schools. Journal of American Medical Association (JAMA), 285(18): 2339-2346.

For more information, see The University of Wisconsin summary of the study: http://www.waisman.wisc.edu/cls/index.html

Study author Arthur Reynolds can be contacted at 608 263-1847 or 608 263-3837.

Books

Bartik, Timothy J. 2001. "Jobs for the Poor: Can Labor Demand Policies Help?" Russell Sage Foundation and the W.E. Upjohn Institute for Employment Research. The book can be ordered from the Russell Sage Foundation at http://www.russellsage.org/publications/titles/jobs_poor.htm.

Domsch, Michael E. and Ladwig, Desiree H., eds. 2000. "Reconciliation of Family and Work in Eastern European Countries." Frankfurt am Main/ New York: Peter Lang. ISBN 3-631-36713-9.

Golden, Lonnie and Figart, Deborah, eds. 2000. "Working Time: International Trends, Theory and Policy Perspectives." Routledge, New York. ISBN: 0415228344.

Hertz, Rosanna and Marshall, Nancy L, eds. June 2001. "Working Families: The Transformation of the American Home." University of California Press. For more information on the collection: http://www.ucpress.edu/books/pages/9187.html

Peters, Joan K. 2001. "Not Your Mother's Life: Changing the Rules of Work, Love, and Family. Perseus

Rayman, Paula. 2001. "Beyond the Bottom Line: The Search for Dignity at Work." St. Martin's Press, New York.

Wisensale, Stephen K. & Mitchell, Daniel J.B. 2001. "Family Leave Policy: The Political Economy of Work and Family in America." M.E. Sharpe, Armonk, NY.

2001 Special issues of Journals with a focus on work-family

Epstein, Cynthia Fuchs & Kalleberg, Arne L., eds. 2001. "Time at Work: Implications of Changing Patterns of Time Use for the Sociology of Work." A special issue Work and Occupations: An International Sociological Journal 28(1).

Gerstel, Naomi and Clawson, Dan, eds. 2001. "Work and Families." A special issue Qualitative Sociology 23(4): 485-50.

Kalleberg, Arne L. & Epstein, Cynthia Fuchs, eds. 2001. "Time and the

Employment Relationship." A special issue of the American Behavioral Scientist, 44(7).

MacDermid, Shelley; Galinsky, Ellen & Bond, James T, eds. 2001 (summer). A special issue Journal of Family and Economic Issues. Currently, there is a free online sample copy http://www.wkap.nl/journalhome.htm/1058-0476 .

Research Reports

Faculty and Families Project: Final Report to the Sloan Foundation

Drago, Robert; Crouter, Ann C.; Wardell, Mark; & Willitis, Billie S. 2001. "Final Report to the Alfred P. Sloan Foundation for the Faculty and Families Project." Work-Family Working Paper #01-02. To download a copy http://lsir.la.psu.edu/workfam/faculty&families.htm.

Institute for Social Research, University of Michigan

Sandburg, John and Hofferth, Sandra. 2001. "Children Spend More Time With Their Parents Than They Used To." A time-use diary comparison of children's time with parents in the U.S., looking at 1981 and 1997 data. for men). Go to www.umich.edu and click on "Children spending more time " or to download the full report, go directly to: http://www.psc.isr.umich.edu/pubs/papers/rr01-475.pdf

Research Organizations/Reports/Publications

Catalyst

Catalyst is a nonprofit research and advisory organization working to advance women in business and the professions, with offices in New York and Toronto Catalyst research points to the barriers to advancement for women. In survey after survey, women who have risen to the top cite having a mentor as a critical component of their success. Yet, many women continue to tell Catalyst that lack of a mentor is a key barrier to achieving that very same workplace success.

Sheila Wellington (President of Catalyst) has written a book, Be Your Own Mentor, published by Random House, 2001. For information about this book and other Catalyst publications, please visit: http://www.catalystwomen.org or call 212-514-7600.

Center for Policy Alternatives

Summit on the States is a185 page booklet that addresses emerging 2001 policy issues, including contingent work and Family and Medical Leave Policy.

Summit on the States 2001. Bernie Horn, ed., Center for Policy Alternatives, Progressive Agenda Issue Briefs. E-mail: INFO@CPA.ORG or visit: http://www.STATEACTION.ORG.

Economic Policy Institute

Wenger, Jeffrey. 2001. "Continuing Problems with Part-time Jobs." Economic Policy Institute. EPI Issue Brief #155. To download a copy of the report, visit: http://www.epinet.org/Issuebriefs/ib155.html.

Recent Publications, continued from previous page

Families and Work Institute

Galinsky, Ellen; Kim, Stacey' & Bond, James T. 2001. "Feeling Overworked: When Work Becomes Too Much," 2001. To request a copy, please contact Erin Brownfield, ebrownfield@familiesandwork.org, 212-465-2044 x210.

Human Resource Development Canada

Currently, there are three featured reports: (1) Work and Family Provisions in Canadian Collective Agreements 2001, (2) Work-Related Child-Care Centres in Canada 2001, (3) Work, Family and Community: Key Issues and Directions for Future Research 2001. To download the reports go to: http://labour.hrdc-drhc.gc.ca/worklife/

Institute for Women's Policy Research

"The Institute for Women's Policy Research (IWPR) is a public policy research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families." Visit the site: http://www.iwpr.org Click on publications. In addition, the Institute offers a library of reports to download, including, among others: (1) The Gender Wage Gap: Earnings Ration Between Women and Men Employed Full-Time, Year-Round, 1997, Fact Sheet, January 2001 and (2) The Political Glass Ceiling: Gender, Strategy and Incumbency in U.S. House Elections, 1978-1998, Research-in-Brief, February 2001.

Oregon Center for Public Policy

The Center recently published two reports: (1) The "Oregon Working Family Child Care Credit," http://www.ocpp.org/2001/es010301.htm and (2) Getting the Raise They Deserved: The Success of Oregon's Minimum Wage and The Need for Reform," http://www.ocpp.org/2001/nr010312.htm.

Population Reference Bureau

Bianchi, Suzanne and Casper, Lynne have written an analysis of the "American family in the latter half of the 20th century to better understand what changes in the family portend for the first half of the 21st century." For this 44 page Population Bulletin and other related publications, visit: http://www.prb.org . Scroll down, click on "American Families."

Poverty Center

The Center on Urban Poverty and Social Change, Case Western Reserve University, has released an update to the report "How Are They Managing? A Six Month Retrospective of Cuyahoga County Families Leaving Welfare." For the above report and other reports examining the experiences of families leaving welfare, go to: http://povertycenter.cwru.edu/welfarelink.html

Urban Institute

Provides state level profiles of child care for employed mothers. To preview and download copies of State Child Care Profiles, visit: http://newfederalism.urban.org/html/state_focus.html, and click on a state.

Ehrle, Jennifer, Geen, Rob and Clark, Rebecca. February 2001. "Children Cared for by Relatives: Who Are They and How Are They Faring?" Based on data from the 1997 National Survey of America's Families, the brief creates 3 categories of kinship caregivers and analyzes 4 measures of sociodemographic risk. See: http://newfederalism.urban.org/html/series_b/b28/b28.html

Brown, Brett V. (Child Trends). 2001. "Youth Attitudes on Family, Work and Community Service: Implications for Welfare Reform." To read and download the entire report see: http://newfederalism.urban.org/html/anf_a47.html